

Workplace Wellness E-Course

When Working Hurts™: Effectively Addressing Stress in Trauma-Informed Workplaces

© 2011, Dr. Patricia Fisher, R.Psych., L.Psych.

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A 15 HR SPECIALIZED E-COURSE

This is a specialized resource for those working in trauma-informed occupations. This research-based, intensive program for staff and managers, is designed for those who work in areas where the risk for stress, burnout and exposure to direct and vicarious trauma is high (e.g. Health Care, Social and Human Services, Enforcement, Corrections, Emergency Response, Armed Services, Education, etc.).

This e-course represents a revised and completely updated version of a textbook-based 2-day intensive group program which has been successfully delivered to over 10,000 individuals since 2001.

There has been a tremendous amount of research into all the elements surrounding this topic over the past few years – and we know so much more now about the mechanisms of stress and trauma, and the wide-ranging physical, psychological and interpersonal impacts. We also know much more about how to effectively manage these specialized stresses and how to recover from their harmful effects.

This E-course is firmly grounded in the abundant contemporary research and theory – as well as in our rich experience with the program's participants over the past decade.

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Program Content

Using an accessible and highly interactive pdf-based format, this program provides you with:

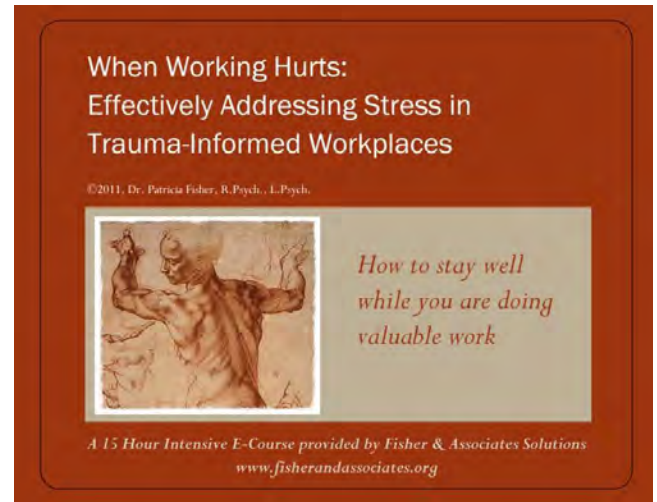
- A sophisticated understanding about the mechanisms and effects of workplace stress and trauma in your environment
- An opportunity to identify the sources of resilience and risk in your workplace and in your life
- Self-assessment tools that profile your current risk for workplace systemic and traumatic stress
- Self-assessment tools that profile your current levels of self-care in your personal and work life
- Self-assessment tools that profile your current levels of stress symptoms and effects
- Tools to develop an effective and practical wellness plan for your *personal life*
- Tools to develop an effective and practical wellness plan for your *work life*
- The program also provides guidance to help you self-facilitate discussions and activities in your workplace. These are designed to help you develop strategies and protocols which will increase the resilience of your workplace and improve organizational health.

Addressing the Needs of Trauma-Informed Workplaces

This course is designed as a sequence of 12 units – each builds on the work you have done in the previous units

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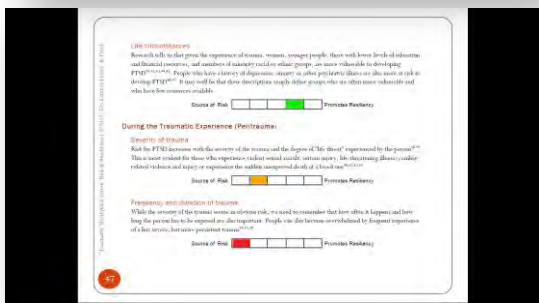
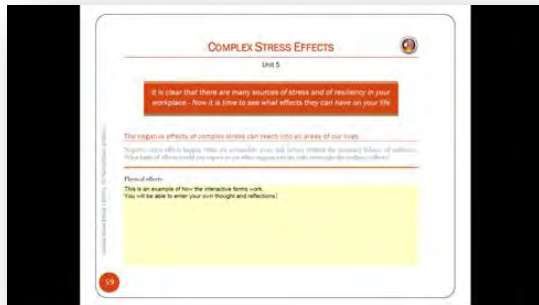
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Advantages of E-Format

Moving into this E-learning individual format provides particular advantages:

- You can look more deeply at your own experiences and beliefs in a completely confidential and safe environment
- You can flexibly schedule your own time to take the program
- You can print and save the results of your self-assessments responses
- You can save and print and your responses to the exercises
- You develop a detailed and highly individualized Wellness Plan for your personal and work life
- This program is designed for repeated use – you can print out and compare your profiles as they change over time
- You can hold yourself accountable to the plans and commitments you made to yourself in the program

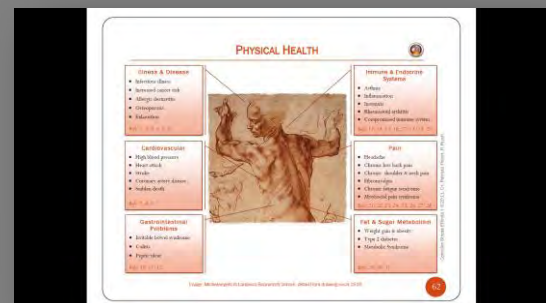


Interactive Format

This E-Course was designed to be involving and highly interactive. Features include:

- Embedded response sets (check boxes, buttons, multiple choice, etc.)
- Extended answers and reflections
- Colour-coded Self-Assessments
- Summary graphs and charts
- Detailed planning tools

The program also contains supplementary audio files that introduce topic areas and provide additional commentary.



This E-course is provided as a fully enabled downloadable pdf file – all you need is a current installation of Acrobat Reader (a free download).

Goals and Objectives

The goals and learning objectives of this E-course include 5 major elements.

PSYCHODUCATIONAL COMPONENT

- Understand the critical role of stress in trauma-informed workplaces.
- Become familiar with the mechanisms and outcomes of systemic and traumatic stresses both at the individual and organizational levels.
- Differentiate between systemic and traumatic risk/resilience factors.
- Apply the information directly to your own workplace.
- Generalize this knowledge to co-workers and others.
- Learn about the consequences of long-term stress in terms of physical and mental health, relationships and overall functional capacity.
- Understand that you are able to effectively address the specific challenges in your environment, and that you can thrive and grow personally and professionally.

SELF-ASSESSMENT

- Using the self-assessment instruments, you understand the cause and effect relationships between the relative risk for systemic and traumatic stress, self-care strategies and clinical outcomes.
- Gain insight into the specifics of your own particular profile:
 - Areas of increased risk and their sources of resilience.
 - Levels of self-care (strengths and vulnerabilities).
 - Symptom and effects profile (areas of concern and areas of strength).
- Gain perspective on the personal changes you have experienced during your time in the field (areas of concern and areas of growth).
- If you have already been impacted by long-term stress, you will move beyond isolation, silence, and shame around your responses, and will mobilize to address the challenges.
- Develop proactive practices to avoid, mitigate and effectively manage stress and support your personal and professional development.

INDIVIDUAL PLANNING

- Take your own situations/life more seriously and recognize how limited (usually) your self-care is.
- Consider the need for more attention to this and generate concrete and effective strategies for self-care.
- Understand that your experience will only improve if you make changes.
- Gain insight into your resistance to change and develop strategies to move past it.
- Clarify and summarize the learning and insights you have developed during the course.
- Develop a detailed and specific wellness plan for your personal life and your work life.
- Develop strategies that will help you maintain your motivation.

TEAM PLANNING

- Develop workplace strategies to increase resilience.
- Experience an increased sense of peer support and team cohesion when taking this course together.
- Establish and strengthen the foundations for workplace wellness staff committees.

CULTURE CHANGE

- Normalize stress responses and understand the personal relevance of the material.
- Focus on what is rewarding about the work – and support a renewed motivation to continue the work.
- Understand the importance of an ongoing commitment to your own wellness and to the health of your workplace.

This E-course is designed for scalable implementation:

- *For Individuals*
- *For Workplaces*
- *For Organizations*

Please contact us for more information about wide-scale adoption and implementation strategies.